INFORMATION

THE PAY EQUITY COMMISSION

150 Eglinton Avenue East, 5th Floor, Toronto, Ontario M4P 1E8 (416) 481-4464

SELECTED BIBLIOGRAPHY: NO. 3

COLLECTIVE BARGAINING AND PAY EQUITY

Prepared by Catherine Walker, Librarian
Pay Equity Commission

Revised June 1990

11/89/10M

Ontario

91-01484/

COLLECTIVE BARGAINING AND PAY EQUITY

Introduction

This bibliography lists material concerned with pay equity and the collective bargaining process in Canada, the United States, and Great Britain. It up-dates and replaces an earlier version dated August 1989. Selections are limited to items held by the Pay Equity Commission Library and published within the past ten years. The bibliography is divided into two parts - the first being **Books/Reports**, and the second being **Articles**.

Selected Bibliography Series

No. 1 Pay Equity (August 1989)

No. 2 Job Evaluation and Pay Equity (Revised June 1990)

No. 3 Collective Bargaining and Pay Equity (Revised June 1990)

No. 4 Nurses and Pay Equity (May 1990)

Revised June 1990

SELECTED BIBLIOGRAPHY No. 3:

COLLECTIVE BARGAINING AND PAY EQUITY

I. BOOKS/REPORTS

Equal Pay: Collective Bargaining and the Law. Ottawa: Labour Canada, 1987.
HD 6061 .E72

Equal Pay: Collective Bargaining and the Law: Conference Speeches. Ottawa: Labour Canada, 1987.
HD 6061 .E71

Equal Value, Equal Pay: A Pay Equity Handbook for Unionists. Ottawa: National Union of Provincial Government Employees, 1987.
HD 6061.2 .C2 .E64

Gandz, Jeffrey. **Pay Equity: Negotiating the Maze.** [London, Ont.]: School of Business Administration and National Centre for Management Research and Development, University of Western Ontario, 1988.
KF 3467 .ZB3 .G196

Mackenzie, M. Elizabeth. **The Ontario Pay Equity Act and Its Effect on Collective Bargaining.** Kingston, Ont.: Queen's University School of Business, 1988.
KF 3467 .ZB3 .M157

National Committee on Pay Equity: Collective Bargaining for Pay Equity: A Strategy Manual. Prepared by the National Committee on Pay Equity's Labor/Collective Bargaining Task Force. Washington, D.C.: NCPE, 1989.
HD 6061.2 .U6 .N277

Ouimet, Lise. **Pay Equity: Management and Union Working Together.** [London, Ont.]: School of Business Administration and National Centre for Management Research and Development, University of Western Ontario, 1988.
KF 3467 .ZA2 .O93

Robb, Barrie G. **The Pay Equity Act of Ontario: Implications for Collective Bargaining.** Kingston, Ont.: Queen's University, 1988.
KF 3467 .ZB3 .R631

II. **ARTICLES**

"Comparable Worth and Potential Union Liability for Wage Discrimination." **Women's Rights Law Reporter** v. 8, n. 1-2, Winter 1984, p. 133-150.

Cook, Alice H. "Collective Bargaining as a Strategy for Achieving Equal Opportunity and Equal Pay: Sweden and West Germany." in **Equal Employment Policy for Women: Strategies for Implementation in the United States, Canada and Western Europe.** Edited by Ronnie S. Ratner. Philadelphia, PA.: Temple University Press, 1980, p. 53-77.

Cornish, Mary. "Ontario's New Pay Equity Act - From a Union Perspective." [Paper prepared for the Joint Programmme on Pay Equity, held by the Law Society of Upper Canada and the Canadian Bar Association-Ontario, June 17, 1987].

Davies, Chris J. "Pay Equity in the Unionized Environment." in **Implementing Pay Equity: Getting on with the Job.** Toronto: The Canadian Institute, 1988, p. D1-D24.

"Equal Value: A Union Update." **Equal Opportunities Review** n. 22, November/December 1988, p. 13-15.

"Equality for Women in Trade Unions." **Equal Opportunities Review** n. 31, May/June 1990, p. 18-25.

Figart, Deborah. "Collective Bargaining and Career Development for Women in the Public Sector." **Journal of Collective Negotiations in the Public Sector** v. 18, n. 4, 1989, p. 301-313.

Gay, Vivienne. "Collective Bargaining as a Material Defence in Equal Value Cases." **Industrial Law Journal** v. 18, n. 1, March 1989, p. 63-66.

Horrigan, June and Harriman, Ann. "Comparable Worth: Public Sector Unions and Employers Provide a Model for Implementing Pay Equity." **Labour Law Journal** v. 39, n. 10, October 1988, p. 704-711.

Huws, Ursula. "Negotiating Equality." **Studies for Trade Unionists** v. 15, n. 59, November 1989, p. 2-33.

King, Kathleen and Hoffman, Ann F. "Comparable Worth: A Trade Union Issue." **Women's Rights Law Reporter** v. 8, n. 1-2, Winter 1984, p. 95-103.

Lennon, Elizabeth J. Shilton. "Bargaining Pay Equity: The Information Problem." in **The Pay Equity Plan: Deadline December 31, 1989.** Toronto: Dept. of Education, Law Society of Upper Canada, 1989, p. G1-G19.

"Let's Compare Oranges and Apples: Bargaining for Pay Equity." **CAW National Union Magazine.** v. 2, n. 8, Winter 1988/89, p. 2-4.

Levine, Marvin J. "Comparable Worth in the 1980's: Will Collective Bargaining Supplant Legislative Initiatives and Judicial Interpretations?" **Labor Law Journal** v. 38, n. 6, June 1987, p. 323-334.

Mulcahy, Robert W. and Anderson, Jon E. "Comparable Worth." **Public Personnel Management** v. 15, n. 3, Fall 1986, p. 233-247.

McDermott, Patricia. "Pay Equity Legislation and Unions." [Paper presented at the Canadian Bar Association-Ontario Institute on Continuing Legal Education, February 5, 1987].

Potts, Arthur. "The Implications of Pay Equity for Collective Bargaining in Ontario." **Human Resources Management in Canada** November 1987, p. 55,519 - 55,524.

Quinet, Felix. "Exploring the Use of Collective Agreement Costing and Cost-Benefit Analysis for Pay Equity Legislation." [Paper presented at the Canadian Industrial Relations Association Annual Conference, McMaster University, Hamilton, Ont., June 1987].

Riccucci, Norma. "Unions and Comparable Worth." Chapt. 6 in **Women, Minorities, and Unions in the Public Sector.** New York, N.Y.: Greenwood Press, 1990, p. 141-169.

Sack, Jeffrey. "Pay Equity in Canada: Union Responsibilities." in **Equal Pay: Collective Bargaining and the Law: Conference Speeches.** Ottawa: Supply & Sevices Canada, 1987, p. 19-27.

Sargeant, Georgia. "Pay Equity: Lagging in Court, Gaining at Bargaining Table." **Trial** v. 26, n. 2, February 1990, p. 98-100.

Thomas, Patricia. "Pay Equity: Educating for Union Action." **Labour Studies Journal** Winter 1986, p. 278-289.

"Unions' Experience of Equal Value." **Equal Opportunities Review** n. 4, November/December 1985, p. 12-17.

"Unions Lead the Fight for Pay Equity." **Union Labor Report Weekly Newsletter** v. 43, n. 43, October 26, 1989, p. 8.

Volz, William H. and Breitenbeck, Joseph T. "Comparable Worth and the Union's Duty of Fair Representation." **Employee Relations Law Journal** v. 10, n. 1, Summer 1984, p. 30-47.

Wesman, Elizabeth C. "Unions and Comparable Worth: Progress in the Public Sector." **Journal of Collective Negotiations in the Public Sector** v. 17, n. 1, 1988, p. 13-26.